



Board member applicant information

WA Board of the Nursing and Midwifery Board of Australia

Overview

In accordance with the *Health Practitioner Regulation National Law (WA) Act 2010* (the Act), the WA Board of the Nursing and Midwifery Board of Australia (WA NMBA) is established by the Nursing and Midwifery Board of Australia (National Board).

The National Board works in partnership with the Australian Health Practitioner Regulation Agency (Ahpra) to support the National Regulation and Accreditation Scheme (National Scheme).

The functions of the National Board include:

- registering nursing and midwifery practitioners and students
- developing standards, codes and guidelines for the nursing and midwifery profession
- handling notifications, complaints, investigations and disciplinary hearings
- assessing overseas trained practitioners who wish to practise in Australia
- approving accreditation standards and accredited courses of study.

The National Board sets policy and professional standards, and the WA NMBA is delegated to make decisions about nurses, midwives and students on matters of:

- registration, endorsement and notation
- compliance (audit of registration standards, conditions).

The WA NMBA has six Practitioner Members, one of whom is appointed as Chair, and three Community Members.

There is a range of useful information available to potential board member applicants on the [Ahpra Nursing and Midwifery homepage](#).

Topics of interest may include:

- [About the Nursing and Midwifery Board](#)
- [The National Registration and Accreditation Scheme](#)
- [Health Practitioner Regulation National Law](#)
- [The Nursing and Midwifery Board Annual Report](#)

As the WA NMBA is a WA State Government board, applicants are encouraged to consider the requirements of the [Premier's Circular 2019/07 State Government Boards and Committees](#). This circular provides information regarding diversity, remuneration and eligibility, as well other board membership considerations.

All appointments to the WA NMBA are made by the WA Minister for Health.

Nomination process

Submitting a nomination

Nominations for a vacancy on the WA NMBA are submitted via email to the Board Assurance and Support team, Legal and Legislative Services, Department of Health at boardsupport@health.wa.gov.au

Current board members seeking reappointment are also required to submit a nomination.

People from a diverse range of experience and backgrounds are encouraged to nominate. This may include, but is not limited to the following considerations:

- currently living in a regional location in WA
- people identifying as Aboriginal or Torres Strait Islander
- persons with a disability or special need that is ongoing
- people from other culturally and linguistically diverse backgrounds.

Nominations are to include a:

- curriculum vitae (CV) with your contact details, date of birth, current occupation and any qualifications and experience relevant to membership of the board, and the names of two referees - no more than four pages.
- covering letter outlining how you meet the eligibility requirements and demonstrate the expected board member attributes outlined below - no more than three pages.

Nominations submitted in hard copy are not encouraged.

Applicants with a disability or special need who want to submit their nomination in an alternative format are invited to discuss this with the Board Assurance and Support team on 9222 4079.

Assessment of nominations

Nominations are considered by a selection advisory panel. The panel will likely comprise the WA NMBA Board Chair, the Ahpra WA State Manager and a senior Department of Health Manager.

The selection of members is based on merit. Applicants are encouraged to note the content included in the Board Member [Position Information](#) and the factors listed below as these details form part of the assessment process:

- board member attributes
- membership eligibility requirements
- practitioner member professional education, experience and/or expertise
- other education, experience and/or expertise relevant to work history
- ability to meet the time commitments
- probity checking, including criminal record screening and referee checking.

Notification to applicants

Selecting and appointing board members can be a lengthy process, and applicants should anticipate that the process from submitting a nomination to being appointed may take several months.

Notification will be sent to all applicants at the end of the recruitment process.

Position information

Board Member – WA Board of the Nursing and Midwifery Board of Australia

Position details

Board with vacancies	Western Australia Board of the Nursing and Midwifery Board of Australia	Locations	Board meetings held in Perth
Committee membership	<p>Role may include membership of: Notifications committee, Registration committee and Immediate action committee</p> <p>Members may be appointed to a national committee.</p>	Health Practitioner member vacancies advertised	2 Health Practitioners (including Chair)
Time commitment	The time commitment required will vary but is expected to be at least one day per month, in addition to any travel time to and from the meetings.	Term of appointment	Appointments are for up to three years, with eligibility for reappointment. The length of term is determined by the WA Minister for Health.
Remuneration	<p>Full day sitting fee: Chair- \$824; Member - \$674</p> <p>Half day sitting fee: Chair - \$412; Member - \$337</p>	Expenses	Board members are entitled to reimbursement of any reasonable out-of-pocket expenses incurred during the course of undertaking board business.

Position purpose

The National Law provides for a National Board to establish a board in a state, territory and region (often known as a STR board) to exercise its functions in the jurisdiction in a way that provides an effective and timely local response to health practitioners and other persons in the jurisdiction. Some National Boards have STR boards in each jurisdiction, some have cross-jurisdictional regional boards and others do not have any STR boards.

These boards make registration and notification decisions about individual practitioners, based on national policies and standards set by the relevant National Board. The National Board delegates the necessary powers to the STR boards. Please note: Notifications are not handled by the state boards in NSW.

To assist in effectively managing registration and notifications matters, committees of the National Board or the STR board have been established in each jurisdiction. Most members of the STR boards will be appointed to at least one of these committees. The STR boards carry out this regulatory work in partnership with Ahpra.

All state, territory and regional board appointments are made by the respective Minister for Health in each jurisdiction under Section 36 of the National Law.

Government or statutory employees

Ahpra recognises that government and statutory employees may be bound by their employer policy regarding payment for employment undertaken outside of the employer, which may alter the way board members are paid.

Ahpra recommends applicants consult with their employer prior to applying to ensure a written acknowledgement of permission (on the organisation's letterhead) from your employer can be arranged, should your application be successful. This requirement is the responsibility of the prospective board member/applicant.

Statutory protections

Under section 236 of the National Law, members of national boards and state and territory boards are provided with appropriate statutory immunities for exercising their functions in good faith.

Key activities

Accountabilities	Key Activities
Regulatory Principles	<p>The regulatory principles adopted by Ahpra and the National Boards are as follows:</p> <ol style="list-style-type: none"> 1. The boards and Ahpra administer and comply with the Health Practitioner Regulation National Law, as in force in each state and territory. The scope of our work is defined by the National Law. 2. We protect the health and safety of the public by ensuring that only health practitioners who are suitably trained and qualified to practise in a competent and ethical manner are registered. 3. While we balance all the objectives of the National Registration and Accreditation Scheme, our primary consideration is to protect the public. 4. When we are considering an application for registration, or when we become aware of concerns about a health practitioner, we protect the public by taking timely and necessary action under the National Law. 5. In all areas of our work we: <ul style="list-style-type: none"> - identify the risks that we are obliged to respond to - assess the likelihood and possible consequences of the risks and - respond in ways that are proportionate and manage risks so we can adequately protect the public. <p>This does not only apply to the way in which we manage individual practitioners but in all of our regulatory decision-making, including in the development of standards, policies, codes and guidelines.</p> 6. When we take action about practitioners, we use the minimum regulatory force to manage the risk posed by their practice, to protect the public. Our actions are designed to protect the public and not to punish practitioners. <p>While our actions are not intended to punish, we acknowledge that practitioners will sometimes feel that our actions are punitive.</p> 7. Community confidence in health practitioner regulation is important. Our response to risk considers the need to uphold professional standards and maintain public confidence in the regulated health professions. 8. We work with our stakeholders, including the public and professional associations to achieve good and protective outcomes. We do not represent the health professions or health practitioners. However, we will work with practitioners and their representatives to achieve outcomes that protect the public.

Accountabilities	Key Activities
Board meetings	Meetings may be either face to face, ZOOM (or similar) or via teleconference.
Confidentiality	Members are required to comply with the confidentiality requirements of section 216 of the National Law. Any information that comes to a member's knowledge, in the course of, or because of the member's role is protected information and must not be disclosed or made allowed to be disclosed to another person, organisation or entity.
Conflict of interest and bias	<p>The National Law includes extensive provisions in relation to conflicts of interest. Members must comply with the conflict of interest requirements set out in Clause 8 of Schedule 4 of the National Law.</p> <p>The National Boards have business rules and processes in place to record and manage real and/or perceived conflicts of interest. As a general rule, board members must declare any actual and possible conflict of interest in relation to matters to be considered at a meeting. Board members must also exclude themselves from decision-making in relation to a matter in which they are biased, or might be perceived to be biased.</p>
Training and development	<p>Orientation – Newly appointed board members will be provided with a comprehensive orientation program.</p> <p>Training - Participation at conferences or planning days may be required.</p> <p>Performance review - Boards will formally review the performance of individual board members.</p>

Key requirements

Key stakeholders	Eligibility requirements	Board member attributes
<p>Board</p> <ul style="list-style-type: none"> National Board Executive Officer of the National Board <p>Ahpra</p> <ul style="list-style-type: none"> State and Territory Manager Regulatory secretariat Notifications, registration and compliance officers <p>External</p> <ul style="list-style-type: none"> Minister for Health in relevant jurisdiction Registered health practitioners 	<p>Required</p> <ul style="list-style-type: none"> A person is eligible to be appointed as a practitioner member only if the person is a registered health practitioner in the health profession for which the board is established. Practitioner members bring sound experience in the health profession for which the board is established and will have an appreciation and understanding of the role of the board Community members bring sound community perspectives to regulation of health practitioners <p>A person is not eligible to be appointed as a member of a STR board if:</p> <ul style="list-style-type: none"> a practitioner has ceased to be registered as a health practitioner in the health profession for which the board is established, whether before or after commencement of the National Law, as a result of the person's misconduct, impairment, or incompetence, or at any time, been found guilty of an offence (whether in a state or territory or elsewhere) that in the opinion of the respective Minister for Health, renders the person unfit to hold the office of member they are an Ahpra employee or contractor. 	<p>Board members are expected to demonstrate the following attributes:</p> <ol style="list-style-type: none"> Displays integrity: is ethical, committed, diligent, prepared, organised, professional, principles-based and respectful; values diversity; and shows courage and independence. Thinks critically: is objective, impartial, uses logical and analytical processes, distils the core of complex issues and weighs up options. Applies expertise: actively applies relevant knowledge, skills and experience to contribute to decision-making. Communicates constructively: is articulate, persuasive, diplomatic, self-aware and reflects on personal impact and effectiveness, listens and responds constructively to contributions from others. Focuses strategically: takes a broad perspective, can see the big picture and considers long term impacts. Collaborates in the interests of the scheme: is a team player, flexible, cooperative and creates partnerships within and between boards and Ahpra. <p>Community member applicants are asked to address this additional attribute:</p> <ol style="list-style-type: none"> Strong community connection: can demonstrate a strong community connection/s and an ability to bring a public/lay perspective and voice to the regulatory work of state and territory boards.

Key requirements

Key stakeholders	Eligibility requirements	Board member attributes
	<p>Desirable</p> <ul style="list-style-type: none"> • To be eligible for appointment as a practitioner member in a particular jurisdiction, it is expected that you would be residing and practising in that jurisdiction. • To be eligible for appointment as a community member in a particular jurisdiction, it is expected that you would be residing in that jurisdiction. 	<p>Chair applicants are asked to address the following attributes:</p> <ol style="list-style-type: none"> 1. Demonstrates leadership: is confident, decisive and acts without fear or favour, is at the forefront of professional regulation, drives reform and facilitates change. 2. Engages externally: is the spokesperson for the National Board and advocate for the National Scheme, defines the nature and tone of engagement, builds and sustains stakeholder relationships. 3. Chairs effectively: establishes and follows well-organised agendas, facilitates input from all members, builds consensus, distils core issues, summarises discussion and confirms decisions ensuring they are accurately recorded.